

MULTIMEDIA



UNIVERSITY

STUDENT ID NO

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# MULTIMEDIA UNIVERSITY

## FINAL EXAMINATION

TRIMESTER 3, 2015/2016

### BLR 3084 – LABOUR AND INDUSTRIAL RELATIONS

(All Sections/Groups)

2<sup>nd</sup> JUNE 2016

2.30 p.m. - 4.30 p.m.

(2 Hours )

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#### INSTRUCTIONS TO STUDENTS

1. This question paper consists of 2 pages, inclusive of the cover page
2. Answer **ALL FOUR (4)** questions.
3. Marks are shown at the end of each question.

**QUESTION 1**

Set out the facts and decision of **Wong Chee Hong v Cathay Organisation** (1988). Explain the legal principle established in that case and critically analyse the decision of the Supreme Court.

(25 Marks)

**QUESTION 2**

The employees of Hob Bob Biscuit Factory Sdn Bhd have successfully established a trade union. However, you now need to advise them as to the powers of the Director-General of the Trade Unions under **Section 15 of the Trade Union Act 1959**. Discuss the key issues.

(25 Marks)

**QUESTION 3**

You are the Human Resource Director in Syawal Sdn Bhd. Abu, an executive of the company has been coming to work late frequently. Despite several warnings from Syed, Abu's superior, Abu continues to be late. He gives all kinds of excuses for his tardiness including traffic jams and sickness of some relative or the other. Syed is frustrated with Abu's behaviour and requests your advice how to approach this matter. Advise Syed on guidelines in taking disciplinary action. Syed also informs you that if Abu's answer is unsatisfactory or if he continues to be late, he wishes to hold a domestic inquiry against him. Advise Syed on crucial issues involving domestic inquiry.

(25 Marks)

**QUESTION 4**

Was the SOCSO Board correct in rejecting the Employee's claim for insurance in the case of **Ketua Pengarah Keselamatan Sosial v Mohd Zaili Ali** (2003)? What was their decision? What was the decision of the High Court? Explain the facts in brief.

(25 Marks)

**(TOTAL: 100 Marks)**

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